## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Bureau of Reclamation: BOR (and below)

For 4th Quarter 2021 for period ending September 30, 2021

	Comparative Data											
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2021Thru09-30						
	2016	2017	2018	2019	2020	20211111109-30						
Number of Complaints Filed	47	34	47	37	46	22						
Number of Complainants	42	31	46	37	46	22						
Repeat Filers	3	2	1	0	0	0						

Complaints by Dosis			Com	parativ	e Data	1
Complaints by Basis	Pro	evious	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Race	11	9	14	8	4	4
Color	8	8	3	1	2	1
Religion	3	1	4	1	1	1
Reprisal	30	20	26	15	32	17
Sex	21	13	19	11	13	9
PDA	1	0	0	0	0	0

National Origin	5	3	5	6	2	2
Equal Pay Act	1	0	1	0	0	0
Age	24	15	15	19	17	7
Disability	25	18	8	7	17	10
Genetics	0	0	0	0	0	0
Non-EEO	1	3	6	3	8	0
			Com	parativ	ve Data	l
Complaints by Issue	Pre	evious	Fiscal '	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru09- 30
Appointment/Hire	3	2	5	6	7	4
Assignment of Duties	7	2	8	6	6	3
Awards	0	1	1	1	0	1
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action			-		-	
Demotion	0	1	0	1	0	1
Reprimand	4	2	0	3	1	1
Suspension	3	2	0	2	2	1
Removal	0	0	1	0	9	1
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	1	1
Perf. Eval./ Appraisal	8	2	1	2	6	3
Examination/Test	0	0	0	0	0	1
Harassment						
Non-Sexual	27	17	21	18	26	10

Sexual	3	0	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	0	0	0
Promotion/Non-Selection	9	8	7	2	13	2
Reassignment						
Denied	0	0	0	1	2	0
Directed	0	1	0	0	1	0
Reasonable Accommodation Disability	13	5	3	1	10	3
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	1	0	0	0	0	2
Sex-Stereotyping	0	0	1	0	0	0
Telework	1	1	1	1	1	0
Termination	6	2	1	3	3	2
Terms/Conditions of Employment	4	4	3	5	6	0
Time and Attendance	5	3	2	2	7	2
Training	3	2	1	0	0	0
Other						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

					Comp	parative l	Data		
<b>Processing Time</b>			Prev	ious	Fiscal Y	ear Data	l	2021Thru09-	
	20	)16	20	17	2018	2019	2020	30	
Complaints pending during	ts pending during fis								
Average number of days in investigation	194	4.60	211	.05	326.04	326.59	256.96	234.81	
Average number of days in final action	53	.18	58.	.22	154.50	109.42	147.22	126.88	
Complaint pending during	fisc	al ye	ar wl	nere l	nearing w	as reque	sted		
Average number of days in investigation	192	2.67	211	.07	341.08	333.06	220.73	178.61	
Average number of days in final action	25	5.00	22.	.50	60.00	61.50	68.50	64.86	
Complaint pending during	fisc	al ye	ar wl	nere l	nearing w	vas not re	quested		
Average number of days in investigation	198	8.75	211	.75	306.50	315.83	253.24	290.00	
Average number of days in final action	67	.36	101	.75	173.40	131.54	194.12	164.85	
					Con	nparativ	e Data		
Complaints Dismissed by Agency	y		Pro	eviou	s Fiscal	Year Da	ta	2021Thru09-	
8		201	6 2	2017	2018	2019	2020	30	
Total Complaints Dismisse by Agency	ed	3 8 3 6 4		3 8		3 6		4	2
Average days pending price to dismissal	or	73.6	57 9	96.5	126.33	544.83	116.5	54	
Com	plai	ints V	With	drav	vn by Co	mplaina	nts		
Total Complaints Withdra by Complainants	wn	2	0		3	5 3		4	

		Comparative Data										
<b>Total Final Agency Actions</b>		P	rev	ious	Fis	cal Y	Yea	r Da	ta		2021	Thru09-
Finding Discrimination	2	016	2	017	2	018	20	019	20	020		30
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		3		4	
Without Hearing	0	0	0	0	0	0	0	0	2	67	4	100
With Hearing	0	0	0	0	0	0	0	0	1	33	0	0
Findings of Discrimination	Comparative Data											
Rendered by Basis		P	rev	ious	Fis	cal Y	Yea	r Da	ta		2021	Thru09-
Note: Complaints can be	2016 2017 2018 2019 2020										30	
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		3		4	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	25
Reprisal	0	0	0	0	0	0	0	0	2	67	4	100
Sex	0	0	0	0	0	0	0	0	0	0	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	33	2	50
Disability	0	0	0	0	0	0	0	0	2	67	3	75
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0

Findings After Hearing	0		0		0		0		1		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		4	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	1	25
Reprisal	0	0	0	0	0	0	0	0	2	100	4	100
Sex	0	0	0	0	0	0	0	0	0	0	1	25
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	2	50
Disability	0	0	0	0	0	0	0	0	1	50	3	75
							1		_			

Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
						Com	pai	rativ	e D	ata		
Findings of Discrimination		F	rev	ious	Fis	scal `	Yea	r Da	ıta		2021	Γhru09-
Rendered by Issue	20	)16	20	)17	20	)18	20	)19	2	020		30
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	0		0		0		0		3		4	
Appointment/Hire	0	0	0	0	0	0	0	0	2	67	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	25
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	3	75
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0

Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	3	75
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	25
Termination	0	0	0	0	0	0	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	25
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	25
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0

Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
	1	ı		ı		ı		1		ı		
Findings Without Hearing	0		0		0		0		2		4	
Appointment/Hire	0	0	0	0	0	0	0	0	2	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												'
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	1	25
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment	1		1		1		1			1		1

Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment					-							
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	3	75
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	1	25
Termination	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	1	25
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	1	25
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0

Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Total complaints from previous Fiscal Years	21	35	38	38	46	33
Total Complainants	20	31	35	36	44	33
Number complaints pending						
Investigation	0	5	4	6	3	1
ROI issued, pending Complainant's action	0	0	0	2	1	0
Hearing	21	29	33	28	32	31
Final Agency Action	0	3	4	3	9	1
Appeal with EEOC Office of Federal Operations	33	9	4	2	10	18
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2021Thru09-
	2016	2017	2018	2019	2020	30
Pending Complaints Where Investigations Exceed Required Time Frames	2	14	11	6	1	1